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Social Case Work Matures in a Confused World*

By Eduard C. Lindeman

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THE central question which we are asked to confront, and if possible clarify, in this session needs to be repeated as preface to each address. We have been asked to find answers to the query: *Is social case work prepared to meet the needs of individuals in an age of social, economic and political uncertainty?* My task, as I understand it, is to furnish a background over against which two sets of responsibilities are to be examined, namely, the responsibilities of public and private social agencies.

I have elected to deal with this question within the context of social change. The two terms which furnish the setting for our discussions are "uncertainty" and "confusion." These are words which belong in that cluster of meanings of which "fear" is the focus. And fear, as John Dewey has so often told us, is an unfortunate word. It may be appropriate to insert Dewey's memorable words about fear at this very point, since we live in an age dominated by multiple fears and misgivings—uncertainties which are so pervasive as to cast doubt upon man's capacity to deal effectively with the problems he himself has precipitated:

> It seems to me that probably the greatest enemy to what is attainable in happiness in the life of human beings is the attitude of fear. Fear is an unfortunate word, like all words that have to carry important ideas and emotions. It suggests something that we consciously feel in emergencies, and which is not very important unless very extreme. What I have in mind is rather an unconscious attitude which runs through and pervades everything of which we are conscious. It is not so much fear in the ordinary sense as it is an attitude of *withdrawal* an attitude of exclusiveness which shuts out the beauties and troubles of experience as the things from which we alone can really learn and go on growing. It is even possible to get rid of fears of specific things and still retain a kind of underlying fear of fear itself. This attitude of fear cannot be abolished by any direct attack. It can be expelled only by the power of another and more positive attitude and emotion, that of going out to and welcoming all of the incidents of a changing experience, even those which in themselves are troublesome. . . .[1]

Definition of Trends

What then are the "incidents of a changing experience" which we are to meet with courage, eyes-front? What is the nature of those confusions which cause us to cast suspicion upon the very conception of human progress? How have we come to this moment which prompts us to cast reflections upon our adaptive instruments and the professions built upon them? These are among the many issues which our theme provokes, but I must at the outset impose limitations upon my inquiry. I shall deal with only a few of the confusions incident to the flux of our contemporary world.

Social change is a phrase which we have come to use, rather too loosely perhaps, to describe the dynamics of modern society. We assume the existence of two "laws" which govern the affairs of men; (a) the law of continuity and (b) the law of change. The first expresses that phase of life which represents permanency and the second variation or flexibility. The interplay of these two processes produces what is commonly known as a trend. Change moving in a given direction is observed as a social trend. If the observer wishes to measure progress of retrogression he must be able to detect and interpret trends, but it is precisely at this point that confusion enters. How are we to distinguish between true and false trends? Unless such a discrimination is possible there remains no index of progress. Lacking a reliable index of progress, we must inevitably succumb to confusion. As social scientists we face here precisely the same situation which confronts all other scientists, but there is an important difference where human affairs are concerned. We cannot, so far as I can see, pretend to measure human progress, to make trustworthy estimates of social change, or even to make useful appraisals of trends unless we are prepared to add value-judgments to our observations and measurements.

* Paper given at the New York State Conference of Social Work, November 14, 1946.

[1] John Dewey, In Response, from "John Dewey, The Man and His Philosophy," p. 178.

We must, in short, be capable of analyzing the causes which produce change and at the same time decide in advance where we *want* change to take us. This act of the will, this decision concerning desired directions, plunges the observer into the midst of values and compels him to function both as a scientist and as a philosopher at the same time.

Illustration of a Trend

In order to illustrate the above thesis I shall choose a social trend which directly affects the operations and the reflections of professional social workers, namely the observable increase in human mobility, the movement of human beings in space. There can be no doubt concerning the fact: human beings tend to move in space with steady acceleration and this movement increases wherever industrialization takes place. In certain urban communities sixty-five to seventy per cent of the families move at least once each year. During the recent war twenty-seven million Americans left their homes. The causal elements in this instance are not difficult of determination. Science and technology furnish improved means of transportation, hence there is more opportunity to move. Industry, inasmuch as it is based upon technological advances, creates new types of work and makes older ones obsolete. Workers must go where the jobs exist and this applies to technicians as well as to skilled and unskilled workers.

All of this is clear and on the sociological side the consequence of this trend is a steady movement in the direction of a new type of family, namely the *unstable family*. At this juncture the trend emanating from science and technology runs head-on into our accepted conception of values. We *want* to think of stable families, since we realize that *un*stability—movement in space—will, other things being equal, lead directly to *in*stability, that is, emotional and psychological impermanence in family relationships. Since the trend conflicts with our sense of values, are we then to decide that this is a pseudo trend which must somehow be corrected, reversed? If we should so decide, our first step would be to call a halt to scientific inventions and technological improvements, but the moment this conclusion is presented we realize how impossible such a solution is. To put barriers in the way of science and technology would be tantamount to denying the very foundation of our civilization.

What then is the alternative? Must we abandon our sense of value, the desire for cohesiveness and relative permanency of the family unit and meekly accept the prospect that families will become more and more impermanent, subject to ever-increasing disintegrations until at last the true family disappears altogether? It would be as difficult to accept this choice as to believe that science and invention could be impeded.

Interpretation of a Trend

The true alternative obviously lies elsewhere and I can see no escape from the conclusion that it lies in a further expansion of science. When science and technology create social problems with which our older customs and institutions are unable to cope, is it not logical to assume that a further application of scientific methods to these problems might show the way of adaptation? I entertain a temperamental repugnance to the term "social or human engineering" but if we can endow these words with humane meanings, I see no reason for rejecting their connotations. The unstable family, which in industrialized nations tends to become the normal or type family, must be served in the best scientific manner.

Family services must become general and universal. A good society of the future will be one in which families will find equally reliable sources of counseling no matter where they reside and no matter how frequently they are obliged to move. It will be noted that I have now injected a value term into our equation. I have begun to define a good society, taking as my added value clue the assumption that it will be an advantage to such a society to maintain a high level of family integrity.

The Evolution of Social Work

Social work became a recognized function of our society at this point. Its major impulse came, not from science but rather from religion. In its early phase it represented an effort on the part of religiously-motivated persons to serve the material needs of those families unable to maintain a suitable standard of living. As the industrial revolution advanced the incidence of family unadjustment increased. Social work thereupon took on more and more characteristics of an organization rather than a mere expression of sympathy for unfortunate families. Organization implies efficiency and in its expansion reaches out for tested procedures.

The evolution of social work from this point onwards is well known. Like all other professions its alliance with science became firmer with each step of advance and like all other professions it tended toward specializations of many types. Although specific training of a professional character originated a half century ago, it is probably safe to say that social work as a bona fide profession has enjoyed an existence of slightly more than half that period. Its development during this last quarter century constitutes one of the most startling records in American professional history.

The question we are raising today is in part at least prompted by this unusual acceleration of growth. In the organic world it is well known that plants which grow rapidly are not strong in fibre. Does this analogy also suit social institu-

tions? Our concern is however even broader than this query denotes. What we are really asking is this: with what armor is the profession of social work girded as it faces the overwhelming human needs of the future How clearly is it able to define itself and its place in an age of confused values? What assurance does it present to its younger recruits who stand on the threshold of a life investment as professional social workers?

Case Work as a Basic Method

My general inquiry is directed toward social work as a whole but I have chosen to illustrate my thesis by using case work as a nuclear center or cell from which the profession has emerged. A profession begins to define itself, to differentiate itself from a mere chaotic act of will into a systematic problem-solving instrument, when its practitioners are aware of a teachable and transferable method. A profession becomes reliable when its practitioners know what particular unit of reality they are prepared to abstract from a complex whole and are then able to apply their method to this entity. Thus the lawyer does not deal with Law as such; he functions in relation to a specific case of behavior to which the method of Law is applicable. Engineers likewise operate on projects, cases amenable to their skills. Physicians, regardless of whether they are engaged in private practice or public health, can utilize their method only when an instance or a case has been delineated. Social work is a bona fide profession in the same sense. Its basic method is case work, and consequently its maturity must be measured in terms of criteria applied to this method.

It has become customary to measure the growth of a profession by means of a mathematical index. Thus, it can be demonstrated that there are more employed social workers in a given region now than there were a decade ago. From this standpoint there can be no doubt regarding the expansion of social work. It is indeed the most rapidly growing of our existing professions. This form of measurement, which may be called horizontal, begs the essential question regarding maturity. What we are now striving for is a vertical index which will measure depth as well as numbers. An analogy may serve to clarify this point. The population of the world is growing at a prodigious rate. In the ninety years from 1850 to 1940, the world's population more than doubled and its present rate of increase is approximately 20,000,000 per year. The question to be asked now is how all of these human beings are to be fed, clothed, housed, educated, kept in health and allowed to participate in the higher fruits of cultural life. The question we are asking about social work is similar. We wish to know, not how many social workers there are, but rather to what extent they are able individually and as members of a profession, to validate their deeds, their means, their ends, and their purposes in a world which is moving, hopefully, in the direction of new conceptions and standards of well-being. How does social work stand within that cluster of professions upon which modern life depends for the orderly conduct of its affairs? Is its place secure, or may it still be said that social work is the one profession which must sooner or later work itself out of existence?

The Nature of Social Case Work

Before proceeding further, it seems to me necessary to become slightly more specific regarding the nature of social case work, the seed from which the profession as a whole has evolved. I shall not attempt a technical definition, but rather one which suits the conditions of a philosophical inquiry.

A method is a devise for solving problems. Problems arise where there is conflict, and thus it may be said that case work is a method designed to resolve certain conflicts arising between individuals and their various material and cultural environments. It falls therefore within that general field known as euthenics. Within this operational field its neighbors are education, penology, recreation, sanitation and applied psychology. From a more strictly methodological viewpoint, its nearest neighboring skills are to be found in education and applied psychology, since case work implies that the individual under treatment will adapt himself to whatever sector of his environment presents difficulty by processes of change which take place primarily within his person. This does not mean that the case worker can succeed if other factors in the situation which lie outside the person are neglected. On the contrary, the case worker who is oblivious to the surrounding ecological elements in a given case is incapable of performing the basic initial task of diagnosis.

The case worker begins with the assumption that whatever the person under treatment is, he is in one sense composed of those elements of his environment which have been appropriated through his responses. But the case worker does not deal with the total environment. He abstracts from the whole that portion or fraction which is likely to respond to his method. At this point his hypothesis includes another assumption; that whenever change is induced in one element of a situation the total situation thereupon becomes more fluid, and hence the good case worker must be a sociologist as well as a psychologist and an educator.

Measures of Maturity

The procedures used by case workers in bringing about change in individuals or in their environments are not to be confused with the method itself. The method of case work is something more than the sum of its parts just as scientific method is something more than the sum total of laboratory techniques. Case work procedures may be taken from any source whatsoever, from common-sense experience as well as from the most refined scientific findings. Indeed, I am now brought to the place which makes it seem logical to state one of the criteria of case work maturity:

A method for solving problems may be regarded as mature when it is capable of absorbing relevant data and devices from ever-widening and varied sources so long as these assimilations do not lead to confusion with respect to its major hypothesis. Case work, in other words, is maturing when it can reach out and take in knowledge and procedures from any source provided this eclectic process leads to integration rather than diffusion. As social case work absorbs material from more varied sources its definition as method must become clearer, more sharply differentiated. It will be seen at once that this is no easy task especially in an age made highly sensitive to human relations. If social case work can perform this operation successfully, its role in bringing social work as a whole to a more secure professional status will be steadily enhanced.

Now that most sensitive persons recognize that it is precisely in the sphere of human relations that our civilization is weak and vulnerable, it might be expected that the skills of social case work would be requested, even commandeered, by agencies and institutions which lie quite outside the field of social work. A survey of recent developments indicates that this is exactly what is happening. Social workers have been invited to apply their skills on behalf of trade unions, department stores, schools, industries, insurance societies, inter-cultural agencies, lending institutions, and a wide variety of other corporate bodies.

These institutions and agencies have come to recognize that their major functions are dependent upon a high degree of adjustment among their members, their staffs, and their clients. When they begin to seek means for improving relations in these various contexts they soon realize that the pertinent skills required are to be found among trained social workers. In responding to these new demands, social work finds itself over-flowing its traditional channels, spreading over the landscape of human relations in a way which might easily lead to diffusion and ensuing confusion. An immature profession could readily lose its bearings under these circumstances.

A problem-solving method may be said to be moving towards maturity when its adaptability to differing auspices and controls is achieved without loss of methodological integrity. The great bulk of social case work is now being performed under the auspices of *public* welfare institutions and agencies. This must be so in any society in which government is obliged to promote the general welfare. In the United States this transition from private to public auspices was retarded by certain peculiarities in our national development, but it may now be assumed that the trend is a true one and therefore not reversible. In the early stages of this movement it was assumed by many social workers that their central method—case work—would suffer deterioration when applied to the mass problems of public agencies. This assumption has turned out to be so far unwarranted as to lead to the conclusion that the maturing process of social case work is now proceeding at a more rapid rate of acceleration in public than in private agencies.

The time ought then soon to arrive when all distinctions with respect to integrity of method are eliminated, at which moment the adjectives "private" and "public" will be used solely to distinguish administrative settings.

A problem-solving method may be said to be maturing when its practitioners are capable of merging their method with the methods of other professions dealing with the same or with related situations. In the early stages of the evolution of a new profession the differentiating process must be accentuated. Unfortunately it frequently happens that this procedure of discrimination leads to habits of non-cooperation which do not merely distinguish the profession from others but actually lead to separation and divorce. Separation and divorce are functions of hostility. The organic nature of the social problem is such that if the various professions dealing with it operate in insulation, the problem as a whole will not yield to resolution. Social case workers, social group workers, community organizers, teachers, preachers, doctors, and the entire gamut of professional persons who presume to condition human behavior can maintain integrity of method only when they achieve a high degree of agreement respecting their common goal. In a nation which is by affirmation and tradition democratic, it should not be impossible, not even difficult, to agree that our common goal is to translate democratic ideals into democratic practices.

Progressive adaptation to democratic ideals involves both means and ends. There are some who now pretend to believe that any program designed to meet the needs of all the people is in and of itself democratic, regardless of whether or not the

procedures involved meet the tests of democratic behavior. This attitude is neither morally nor practically defensible. "The ends," as Ralph Waldo Emerson pointed out long ago, "pre-exist in the means." We become what we do. If, then, democracy is to lead to a cooperative pattern of conduct, we professionals must learn to collaborate. Otherwise our efforts may meet the tests of technical proficiency while at the same time they may carry us in an anti-democratic direction.

When a profession is freely admitted into the circle of the university community on a par with other and older professions it may be said to have reached maturity. The evolutionary pattern according to which a new profession gets itself culturally incorporated is in the long run determined by its educational context. Social work has now arrived at one stage in this development, perhaps the initial stage. It has not as yet interpreted itself either to the academic administrators or to those specialists whose research and whose subject matter sustains the older professions. There are difficulties here which need to be confronted with candor. I think that if an honest appraisal were made of the motives which have brought schools of social work into universities, it would be found that most of these incentives have been associated with what is external rather than that which is internal to social work as a profession. Indeed, among the primary motivations one would find, I believe, a mere conviction that if university students pursued training in social work, they would be certain to find jobs upon graduation. This is of course a realistic and a worthy motive but it leaves out of consideration the basic issue, which is, on what intellectual and social grounds does social work belong in the university? The market place is not a sufficient warrant for a university's expansion. Not everything bought by consumers rests upon rationality. I believe, of course, that social work belongs in the university community but I am eager to have its place validated by something other than the guarantee of a future job.

A new profession is justified in claiming a place in the university if its intellectual content belongs to the universal discourse of science, philosophy, and the humanities. During the early stages of the development of social work there prevailed an opinion that a profession of which the principal aim was to "do good" to other human beings could not possibly rest upon solid scientific or ideological foundations. Hence the cynical phrase which designates social workers as "do-gooders." This phase in the evolution of the profession is, happily, almost over and among the enlightened of our age there appears a growing conviction that human and social "engineering" must become essential complements for our technological civilization. One no longer hears that naive sentiment that social work will eventually disappear as a profession. Neither ideological radicals nor social scientists now believe this to be true. In fact, any reasonable person who gives serious thought to the matter must sooner or later realize that a civilization founded upon science, technology and industry will give rise to an ascending scale of human unadjustments. Social planning and social service must become increments in every industrial society. Here then stands the first item in our rationale for claiming university recognition and status. Social work is here to stay and the social services are destined to increase.

The social services are a charge upon the nation's income. This fact implies that such services should be conducted efficiently. Any operation calling for efficiency belongs to the realm of science and, hence, I assume that on this ground social work meets the requirements of university membership.

But there is a still more profound reason why we should substantiate our claim for inclusion in the university community. I scarcely know how to state my summary argument in terse language but perhaps this sentence will furnish the clue: *social work is the professional bridge, at least one of the bridges, which spans the distance between science on the one hand and the humanities on the other.* Social work is science at work in the interest of human values. Certainly the universities have a concern for the reconciliation of science and the so-called liberal arts, the humanities. Without this reconciliation it is doubtful whether universities can retain their primary function, that of being the "fortresses of the higher life of a nation." If a working relation between science and human values is not possible, then the universities must eventually become either mere vocational training centers or cloistered conservers of values which are no longer exemplified in actual experience.

A profession may be said to be maturing when its technical conceptions can be translated into language comprehensible to the layman. The professions serve the people but they can serve them well only when the people have a clear understanding of both their methods and their goals. Social work finds itself in a happier position in this respect than do most of the other professions. It is the one profession which has maintained a partnership with citizen-volunteers. There was a time when this relationship seemed to be deteriorating but this tide has turned. Social work is the one profession which cannot fulfill its mission without the aid of volunteers, and this is equally true of both public and private agencies. As board members, as committee members, as supporters and as interpreters the laymen perform the function of incorporating social work into the warp and woof of American society. So important is their role that it is now generally recognized that

they should be trained for their responsibilities. When properly selected, trained and utilized, volunteers will be the instrument for bringing the profession of social work into an organic relationship with the deep running democratic forces of our nation. This means that its practitioners will be capable of speaking the language of the people.

A profession is on its way toward maturity when its goals and purposes may be clearly stated, when there exists a recognized consistency between its goals and its methods (its ends and its means), and when its practitioners are prepared to impose upon themselves standards of conduct consonant with high moral principles. This multiple test embraces three important philosophical conceptions: a clearly-stated goal, harmony between goal and method, and self-imposed standards. Growth in these directions can be achieved only when the profession's affairs are the business of a genuinely professional organization. The American Association of Social Workers is the authoritative body vested with these responsibilities, and in this instance we can, I believe, speak of its achievements with pride and hope. This Association has had a troublesome career. It has been obliged to find its place through arduous and sometimes disappointing maneuvers, but it seems to me that its growing pains are now over. The Association can take its place beside such similar organizations as the American Library Association, the National Education Association, the American Bar Association, and the American Medical Association as a bona fide collective representation of a profession which knows where it is going, knows with a high degree of assurance how it is to get there, and is prepared to discipline itself for its appointed task.

The maturity of a profession may also be measured in terms of social responsibility. It is not enough to know that a profession serves its clients effectively. The public has the right to ask: do the members of the profession also seek the common good? This test should be applied particularly to professional or craft organizations such as the American Association of Social Workers. Does this Association give assurances that its certified members are ready to cooperate with all other professions dedicated to human needs? Does this Association give indication in its deliberations and its pronouncements that its general aim is the welfare of the nation and not merely the advancement of the profession? Is it sensitive to that vast gamut of human situations relevant to, but not technically included, in social welfare? When these questions are candidly asked it will appear that social action becomes an integral part of the profession's obligation.

In other words, a profession may be said to be maturing when it has cast off the timidity which constrains its interest to the narrow sphere of its technical operations. This test should be applied to all of the associational forms in which social workers seek to express their will—the American Association of Social Workers, the National Conference of Social Work, the Social Service Employees Union, the various state conferences of social work or of social welfare, and all varieties of local organizations representative of the profession.

A profession's maturity may also be tested by its capacity to adapt itself to the dynamics of the society in which it operates. There are many ways in which this test may be applied but I shall use a single example. If the basic method of the profession, in this case social case work, is capable of being expanded in successive sequences of specialization, it may be assumed that it is mature enough to absorb new tasks without falling into confusion.

Social work has, I believe, met this task admirably. Group work is now an established and integral sector of professional social work, and group work is fundamentally an extension of case work from the individual to the collective plane. Likewise, community organization is permanently integrated within the profession and again demonstrates that the basic approach of case work is applicable to an ecological unit as well as to individuals and groups.

We have yet to demonstrate that social action will also lend itself to a similar attack but I have noted that whenever social workers attempt a social action program they instinctively bring to their task an approach and method which bears the distinctive marks of case work experience.

It is also probably true that the profession has not as yet made its proper contribution to the field of social administration. The administrative processes in social agencies, both public and private, seem to take on the coloration of business and industrial management. This is no doubt a natural form of imitation, but sooner or later the question must be raised: does the goal and the method of an institution or agency determine the form and the quality of its administrative philosophy and procedure? I happen to believe that an affirmative answer to this query is indicated, and hence I also believe that the profession of social work is obligated to resort to inventive and experimental methods of administration, methods which will illustrate the profession's distinctive character.

A sign of professional maturity appears when a profession is able to merge the content which derives from empirical sources (experience) with that which comes from science (theoretical) into a unifying stream of applicable knowledge. All professions, obviously, find it necessary to blend their empirical and theoretical content but unhappily in some there persists a tendency to ascribe superiority and inferiority to the two varieties of

knowledge. When this happens the person with theoretical equipment is given a higher rating than the person who lacks this background but is still able to "get things done" in approved style and manner. In this connection it should be remembered that all knowledge, no matter what its genesis, must ultimately prove itself in action.

Practice validates theory. Abraham Lincoln did not possess a legal degree and it is doubtful whether he ever read an entire volume on legal affairs. Nevertheless, when he appeared in court as a trial lawyer he knew the nature of this situation, and he also knew how to bring a case to its proper consummatory stage. He became a proficient lawyer and some university should have honored itself by granting him a law degree. He learned from experience.

The professional schools of social work are still far short of knowing how to appraise practical knowledge and how to incorporate its fruits in a training program, but there exists, I believe, a strong inclination at present to recognize the inseparability of practical and theoretical knowledge. On the basis of this recognition it should be possible to demonstrate maturity by means of two types of training—that which takes place in classroom and that which operates in functional settings, that is, in social agencies. Appropriate methods for combining these two varieties of learning into a confluent and coherent whole have not yet been invented but there are signs of improvement. In at least one school of social work an experiment is now being conducted which makes classroom teachers responsible for supervising that form of field work which stands nearest to the teacher's technical interest, and in this same institution field work supervisors are asked to teach classes.

A profession must be regarded as on the way towards maturity when it attracts its share of undergraduates of superior intelligence. This tendency is now manifest in social work. The present demand for professional training is so great that almost all professional schools are able to restrict their enrollment to students who stand in the upper sectors of academic rating. When this principle of selection is followed it automatically happens that the students of professional schools are young people with high I.Q.'s.

It is necessary at this juncture to distinguish between maturity and academic snobbery. I trust that the time will never come when our civilization will have become so mechanistic that the emotional element in occupational choice will be completely eliminated. There ought to be some relation between a person's work and his feelings. A social worker who is not imbued with a humanistic feeling-tone might be capable of performing the appointed tasks required by the profession but would at the same time be incapable of deriving sustained personal satisfactions from such effort.

Social work will, no doubt, recruit its future candidates from the reservoir of above-average intelligence, but we should make sure that it is intelligence imbued with deep-seated humanistic emotion. A social worker who does not really care about human beings is a professional anomaly. A genuine social worker should be able to say with sincerity: "I am involved in mankind." This sense of fidelity to humanity's cause may be a derivative of religion, of humanism, or of socially-oriented science but it cannot be absent if the social worker is to possess that form of courage which makes for persistence and that variety of devotion which is an attribute of faith.

Operation of the National Mental Health Act*

By Robert H. Felix

Medical Director, Mental Hygiene Division, U. S. Public Health Service

TO social workers and other groups concerned with the health and welfare of our people, the recent passage of the National Mental Health Act is heartening news. It means that their years of agitation and their unceasing efforts for a broad mental health program have at last been rewarded. This legislation gives us an opportunity to cope on a nation-wide scale with one of America's major public health problems—the scourge of mental illness.

The grim facts about the nation's mental health which finally prompted the Act are not unknown to social workers. They are confronted by them at every turn in their daily work. Because the problem is so widespread and so serious in its implications, the facts bear repeating. More than eight million persons in this country, or about one out of seventeen, are suffering from some

* Paper presented at the New York State Conference of Social Work, November 1946.

form of mental illness. About 600,000 of these are in mental hospitals, occupying more than half of all the hospital beds in the country. And every year a quarter of a million new patients are admitted to mental hospitals.

Institutionalizing those unfortunate persons whose abnormal behavior cannot be ignored is hardly a solution to the problem of mental illness. Nor is it to be found in the building of more institutions, or even the improvement of hospital care, pressing and important as those needs are. For a successful attack upon the problem we must turn our talents and energies toward preventing such illnesses and toward improving the mental health of the whole nation. Upon this philosophy the National Mental Health Act is based. For the first time in our history it makes possible a long range comprehensive program for the improvement of the mental health of the nation. The Act is aimed at bringing about direct action in three inter-related areas: Increased research in the field of nervous and mental disease, the training of urgently needed personnel, and the improvement of mental health services.

Research

The Public Health Service is authorized by the National Mental Health Act to foster the expansion and development of research into the causes, diagnosis, methods of treatment and prevention of nervous and mental disorders. In the past research in the field of mental health has lagged far behind investigations in other fields of medical science. Our knowledge is limited and many of our conclusions rest on somewhat slender foundations. We still have much to learn about the etiology of various mental illnesses. For example, if we knew the cause, or causes of just one psychiatric disorder—schizophrenia, or if you prefer, dementia praecox—we could treat more effectively, and perhaps eventually lower the incidence of, a mental disease that accounts for almost one-half the population of mental hospitals.

Under the Mental Health Act research can be accomplished in three ways.

First, the Act encourages research projects relating to mental health wherever they can be prosecuted, by authorizing the Public Health Service, upon recommendation of the National Advisory Mental Health Council, to make grants-in-aid for research to universities, laboratories, other public and private institutions, and to individuals. The National Advisory Mental Health Council is composed of six members selected without reference to the civil service laws and chosen from the outstanding leaders in the field of mental health in this country.

Second, the Act authorizes the construction of a National Institute of Mental Health in the Washington area. Here much needed research will be carried on by a full time staff and advanced students, representing all the disciplines which may reasonably be expected to contribute to the solution of the many enigmas in the realm of mental illness. This group will carry on an integrated program of investigations emphasizing the use of cross-discipline, research teams. For clinical observation the Institute will include a 200 bed hospital unit, with patients selected on the basis of the studies being conducted.

Third, the law provides for the appointment of research fellows in the various sciences that bear upon mental health problems. This fellowship program will make it financially possible for capable students to make contributions to science while enhancing their own value and professional prestige.

Through these three provisions research work can be carried on in all the basic sciences as well as in the clinical field. Needless to say these would include sociologic, anthropologic, and similar investigations. The environmental influences, complex as they are, must be thoroughly studied if we are to understand all the ramifications of human behavior.

The number and types of problems needing study are legion. Under the aegis of the National Mental Health Act many that have remained in the idea stage can now be attacked. Without any pretense at listing the types of problems in need of further exploration, I should like to mention a few that may be of particular interest to this group. Case-finding techniques for the early identification of emotional disorders must be developed which are comparable to, though not necessarily of the same order as, the chest X-ray for tuberculosis in adaptability to mass surveys. Our methods are still too time-consuming, too dependent upon exhaustive, expert appraisal of the individual case, to be feasible except with small selected groups. The purpose of such procedures would be to highlight those individuals who might be "susceptible" to emotional disturbances. As in tuberculosis, the "positive reactors" would be given a more detailed and exhaustive examination to determine whether or not they were in need of treatment. If fifty per cent of the individuals identified by such screening methods were found to be in need of definitive treatment, the value of such a procedure is self-evident.

Criteria for the selection of workers in the mental health field, be they psychiatrists, social workers, psychologists, nurses, or attendants, need to be determined and carefully defined in order to minimize the probability of persons entering the field who might be unsuited for it.

SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier, CHICAGO

Training

The greatest current barrier to the provision of adequate facilities and to the development of mental health programs as a whole is the lack of sufficient and well-trained personnel. It is futile to consider the establishment of clinics or the expansion of mental hospitals unless there will be trained personnel available to staff them. It is estimated that we need at least four times as many psychiatrists as we have in the United States today to meet the minimum needs for public service alone. Other mental health personnel are equally scarce. We have only one-fourth the needed number of clinical psychologists, one-fourth the psychiatric nurses, one-fifth the psychiatric social workers. In other types of personnel, such as attendants, the needs are just as pressing. Before any real headway can be made in developing mental health programs, trained personnel must be available in all these categories.

To promote training and instruction in the field of mental health the Surgeon General of the Public Health Service is authorized to make grants to public and other non-profit institutions to assist in improving or developing their training facilities other than for the construction of buildings. In this way institutions and agencies that already provide training in mental health fields can expand to accommodate more students, and potential training centers can be developed.

The training program planned under the Act embraces the following classes of personnel: Psychiatrists, psychiatric social workers, psychologists, psychiatric nurses, attendants, and other aides. Attention will be given not only to the training of personnel expected to work directly in the mental health field, but also to persons who, it is hoped, will become teachers in their fields of special interest.

Stipends for persons pursuing training courses in the mental health field are authorized under the Act. Such stipends will be available to students in psychiatry, psychiatric nursing, psychology, and psychiatric social work. The number of trainees who may receive atipends is to be determined by the National Advisory Mental Health Council. The details of this part of the program are not yet complete enough to give the actual size of various stipends or the numbers to be awarded annually in each field, but it is quite certain that they will be available only to full-time post-graduate students.

Grants to States

The objective of increased research and personnel training is the improvement and expansion of mental health services at the community level. The third aspect of the National Mental Health Act is concerned with this goal.

According to the latest available information, there is provided in the entire United States only about 20 per cent of the needed clinic services and those available are for the most part concentrated in the larger population centers. Even in the State of New York, which is one of the most advanced in the field of mental hygiene, it was estimated by the National Committee for Mental Hygiene shortly prior to the war, that there were available only 46.8 per cent of the needed clinic services. There is no need to labor the point. The dearth of out-patient psychiatric clinical facilities is well known to this audience.

Under the Act an increase of $10,000,000 in the annual appropriation for general health purposes is authorized. This sum represents the maximum amount that can be made available for grants-in-aid to the states for the development of mental health programs at the community level. Grants will be made on a matching basis, taking into account the population, financial need, and the extent of the mental health problem in the state. They will be made through the state mental health authority. As defined in the Act, the State Mental Health Authority means the state health authority, except in those states where there is a single state agency other than the state health authority, which is charged with responsibility for administering the state's mental health program. In order to secure a grant, the State Mental Health Authority will be required to submit a plan and budget for the development of mental health services in his state. These will serve as the basis for a grant, if approved by the Surgeon General. The states will be required to maintain definite standards in order to qualify for continued assistance.

The Act further provides that the Service may utilize a limited portion of the general health funds to set up demonstration projects. These, of course, would only be established at the request of the state, but they would serve as valuable means of inaugurating state programs where existing organization and facilities were absent or at a minimum. Such projects could be used to demonstrate the lastest techniques applicable to general all-purpose psychiatric out-patient clinics, hospital administration, community organization, and similar facilities.

The ultimate goal of the Public Health Service in the grants to states program is the establishment by the states of one mental out-patient clinic for at least each 100,000 of the population. Although this goal is not immediately attainable due to the shortage of personnel, it may eventually prove to be quite conservative in terms of the need.

It is hoped that eventually every community will be served by a general, all-purpose mental hygiene clinic, staffed with a minimum of a psychiatrist, a psychologist, one or two psychiatric social workers,

and a psychiatrically trained public health nurse, plus the necessary clerical staff.

Ideally such a clinic would accept for consideration all persons presumed by the referring agent to be in need of psychiatric help. It would serve three broad functions: (1) as a community clinic, (2) as an outpost of the mental hospital, (3) as a community agency for mental health education.

It would serve the community by providing outpatient treatment for persons who are not so ill as to require hospitalization, and most significantly, for patients in the early stages of illness when the prospect for cure is greatest. The accomplishment of this objective would require the active cooperation of other community agencies in carrying out, when indicated, plans for modification of the patient's environment. The clinic would also offer consultation and referral services to the schools, courts, and health, welfare, and other community agencies.

It would serve the hospital by providing prehospitalization service and by referring to the hospital those in need of institutional care; by providing supervision and follow-up treatment to provisional discharge or convalescent post-hospitalization cases, and supervision of care and custody, and boarded-out cases. It has been estimated that approximately 15 per cent of all hospitalized patients could be discharged if adequate follow-up services were available. This service in itself would pay for the clinic without considering its other functions.

The mental health education function of the clinic would include the dissemination of information about mental health principles, active case finding programs, and the study and control of mental illness as an epidemiological problem in the community.

In connection with the third, or the mental health education function of the clinic the social worker can make an invaluable contribution. Mental health education, not only of the patient, but of the community at large, is of fundamental importance. Obviously if we are to have an opportunity to treat milder cases, they must come to the clinic for aid. The common reluctance of patients to seek treatment, resulting from misconception and lack of information, must be overcome. In the public mind mental disease has appeared largely as an all-or-none affair, as expressed in the established legal fiction that a person is either sane or insane. Under a system which in general makes little provision for psychiatric treatment until the patient is committed to an institution, it is is scarcely surprising that this view has remained so prevalent.

Through his many contacts in the community the social worker can do much to eradicate erroneous ideas about mental disease and instill correct ones. For example, he can be very helpful in dispelling the idea that mental disease is a disgrace or a mysterious affliction which cannot be corrected or cured, but that it is an illness which if treated early offers good hope of cure or material improvement.

Recognizing symptoms of mental disturbance, the social worker must refer persons showing them for skilled psychiatric treatment at the earliest possible moment. Through his efforts to break down the concept that psychiatric treatment is only for those who are psychotic, persons with mild emotional disorders will be less reluctant to seek psychiatric assistance early. Thus the social worker can be of invaluable service in an early case finding and prevention program.

In the course of his daily activities, the social worker has an unusual opportunity to become acquainted with deleterious environmental factors that may contribute to mental illness. By being on the alert for these environmental hazards to mental health and by reporting them to the proper authorities, the social worker can make an important contribution to a community mental health program.

Summary

You have heard the essentials of the National Mental Health Act, the plans of the Mental Hygiene Division of the Public Health Service, and some ways in which the social work profession can help to carry out those plans. The program, as has been outlined here, is built around the concept of mental disease as a public health problem, and on the assumption that it can be successfully attacked by employing methods similar to those used in dealing with other public health problems.

The acceptance by your federal government of greatly increased responsibilities for combatting mental illness is of tremendous significance. It means that this problem has been recognized as analagous to those of tuberculosis, cancer, venereal disease, and public health in general, and that it requires comparable interest and activity on the part of the federal government.

The success of the program however depends upon the cooperation and active participation of the states, the communities, the professions, and the public and private organizations. Those states that have not already done so can lay the groundwork for a sound program within their borders by carefully surveying their assets and needs and by making long-range plans which they can start developing now. With active professional community, state and federal cooperation, we can look forward with confidence to a successful attack upon mental illness.

Current Developments in International Social Welfare

By Savilla Mills Simons

Chairman, Committee on International Organization for Social Work

SOCIAL work today is faced with new responsibilities and new opportunities for international cooperation to improve the living conditions of the peoples of the world. American social workers are increasingly concerned with social welfare measures that are international in scope. During recent months of intensive planning and organization by the United Nations some significant steps have been taken in intergovernmental planning for social welfare. The American Association of Social Workers through the adoption in 1944 of its platform on Principles on International Relief and Rehabilitation and its endorsement in 1946 of the Proposal for an International Social Welfare Organization is committed to intergovernmental action in this field and has taken an active interest in many of these developments.

Establishment of the Social Commission

A major step in developing a structure for intergovernmental collaboration in the social field was taken in June when the Economic and Social Council established the Social Commission. The importance attached to economic and social conditions by the framers of the United Nations Organization was reflected in the setting up of the Economic and Social Council as a principal body of the United Nations "to achieve international cooperation in solving international problems of an economic, social, cultural, or humanitarian character." The Social Commission is one of a number of Commissions set up under the Council to advise it on various aspects of economic and social problems. Other Commissions concerned with some aspects of the social field are those on Human Rights and the Legal Status of Women, and the Demographic and Statistical Commissions. In addition, the Economic and Employment Commission is concerned with some subject matter closely related to the social field.

The Social Commission was established by the Council with broad terms of reference in accordance with recommendations made by a preliminary Temporary Social Commission which had been asked by the Council to advise it on international organization in the social field. The Temporary Commission in a three-week session in May broke new ground in defining the scope of the social field and in relating social services for groups with special needs to broad measures designed to raise the standard of living for entire populations. The Commission emphasized long range steps to aid in assuring peoples throughout the world the goods and services necessary to meet common human needs.

The functions of the Social Commission are to advise the Council on social matters, especially those not covered by "specialized" intergovernmental agencies (agencies created by separate agreements, such as the International Labor Organization, United Nations Educational, Scientific and Cultural Organization and World Health Organization) and to report to the Council on the extent to which the recommendations of the United Nations in the field of social policy are carried out. The advisory function is specifically to cover practical measures needed in the social field, international agreements and conventions and their execution and measures needed for the coordination of activities in the social field. The Social Commission is, therefore, chiefly advisory in character. In this role it will have responsibility for recommendations concerning social welfare measures and any intergovernmental organization that may be set up to carry on welfare activities.

The Social Commission is composed of one representative from each of 18 nations, selected by the Council, including the United States. Mr. Arthur J. Altmeyer, Commissioner, Social Security Administration, has been designated as the United States Representative. The Commission will hold its first meeting January 20–February 5, 1947.

January Agenda of Social Commission

The Commission will have before it a number of matters of extreme importance to social work. The Commission is to make recommendations on provisions to be made for carrying on social welfare activities. Action on this matter has a direct bearing on the work that the American Association of Social Workers and other social work organizations have carried on through the Social Welfare Assembly in behalf of an international welfare organization.

The Social Commission must also make recommendations on the best way of carrying on the work of the League of Nations with reference to traffic in women and children, child welfare, and the prevention of crime and the treatment of offenders, which involves consideration of relationship to the International Penal and Penitentiary Commission. It will also consider whether international machinery should be set up in the field of housing and of town and country planning. In addition, the Commission will have to give immediate attention to measures to deal with problems in countries affected especially seriously by the war, including the provision by the United Nations of advisory welfare services and the administration of the International Children's Emergency Fund. The decisions of the Social Commission will be extremely important to effective international cooperation in social welfare.

Transfer of UNRRA Activities and Funds to the United Nations

In the meantime, before the Social Commission has actually begun to function, the winding up of UNRRA'S temporary emergency program has led to the United Nations undertaking two permanent social welfare measures. This action by the General Assembly in early December has definitely carried over to the United Nations the pattern of international action in providing welfare services established by UNRRA, the first operating agency of the United Nations.

Provision for Welfare Services in the United Nations. The UNRRA Council in Geneva last August, after considering the activities that should be transferred to other organizations at the termination of its program, adopted a resolution introduced by the U. S. Delegation authorizing transfer to the United Nations of some of the welfare functions of UNRRA. The Economic and Social Council in September acted favorably on a resolution introduced by Mr. John Winant, U. S. Representative, relative to the assumption of these activities by the United Nations. After extended committee and subcommittee consideration the General Assembly acted on a specific proposal framed by the Director General and approved a budget of $670,000.

This action will enable the United Nations to employ on the Secretariat social workers to give on request consultative services to assist governments in strengthening their social welfare programs. In addition, some funds are provided for training fellowships, for equipment and materials for demonstration and technical training, such as artificial limbs for use as models, and other equipment, tools and supplies necessary for demonstration of physical and vocational rehabilitation, and for the purchase of social welfare literature for use in training social welfare personnel.

The International Children's Emergency Fund. The UNRRA Council at Geneva voted to use any funds remaining at the end of its program to establish an International Children's Fund to carry on a relief program for children and adolescents. The Fund is also to be financed by voluntary contributions from governments, voluntary agencies and individuals. Necessary action approving the establishment of this Fund was taken by both the Economic and Social Council and the General Assembly. On notification that the fund had been established by the United Nations, the Director General of UNRRA at the Sixth Session of the UNRRA Council in Washington on December 13, 1946, presented to the Fund a check for $550,000 collected from voluntary gifts. The actual transfer of UNRRA's residual funds will not take place until later.

The scope of the Fund as finally determined by the General Assembly includes children and adolescents of countries which were victims of aggression and of countries now receiving UNRRA assistance and for "child health purposes generally." High priority, however, is to be given to the children of countries that were victims of aggression. The Executive Board of the Fund is to be composed of the members of the Social Commission and representatives of a few additional countries. The policies set by the Executive Board are to be in accord with principles laid down by the Social Commission and the Economic and Social Council.

International Refugee Organization

A most urgent and difficult postwar problem has been that of persons displaced by the war. The United Nations has given major attention during the past year to an organization to care for displaced persons after the termination of UNRRA and to undertake programs of resettlement. This has proved to be a particularly difficult problem to reach agreement on because of differences of opinion on the emphasis to be given repatriation as opposed to resettlement.

A draft constitution and a budget for a specialized agency—separate from the Economic and Social Council but related to it—the International Refugee Organization, was the subject of extended consideration at the second and third sessions of the Economic and Social Council and at the recent meeting of the General Assembly. On the closing day of the session in mid-December, the General Assembly approved a draft constitution for submission to member governments. To become effective the constitution must be ratified by 15 nations or enough countries to contribute 75 percent of the total budget in the event the first 15 nations are small contributors. A budget of $160,000,000 was approved for the first year.

The functions of the International Refugee Organization are to include repatriation, identification and registration, legal and political protection, provision of transportation and resettlement of refugees and displaced persons.

Current Situation as to Food Supplies

No plan has been adopted for continuing the international pattern established by UNRRA in providing needed food supplies. The UNRRA Council at Geneva recognized that some countries would continue to need relief—food and supplies for agricultural production—through 1947 after the termination of UNRRA. It anticipated hardships and suffering in some countries "unless prompt international action" was taken by the General Assembly of the United Nations. The Council, therefore, adopted a resolution recommending that the General Assembly establish or designate an agency to review the needs in 1947 for financing urgent imports of "the basic essentials of life," that could not be met in any other way and to recommend financial assistance necessary to meet such needs because of lack of adequate foreign exchange.

The Conference of the Food and Agriculture Organization of the United Nations at its meeting in Copenhagen in September found that during the year 1946–47 there will remain "a serious gap between prospective export supplies and import needs of bread and other grains as well as continuing shortages of fats, meat, sugar, and other essential foods." Among other measures the Conference endorsed the resolution adopted by the UNRRA Council at Geneva calling for special financial aid to enable countries that have been helped by UNRRA to continue to import food and recommended that this matter be placed on the agenda of the United Nations Assembly. The Conference also urged continuation of agricultural rehabilitation work begun by UNRRA.

In November Mr. LaGuardia, Director General of UNRRA, proposed to the General Assembly of the United Nations the setting up of a United Nations Emergency Food Fund of supplies and money worth at least $400,000,000 to meet the 1947 food needs of countries which are unable to finance their essential requirements. The proposed Fund was designed to meet food needs until the 1947 harvest with the expectation that the General Assembly would then determine whether such a program would be necessary during the winter of 1947–48. The proposal was limited to taking care of food deficiencies and called for a minimum of administrative machinery. The International Bank for Reconstruction would presumably make loans for long-term industrial and agricultural rehabilitation.

In support of his proposal Mr. LaGuardia stressed the value of maintaining the UNRRA principle of international action in meeting relief needs as opposed to national action. He described national action as old fashioned, as making one country dependent on another and as placing weak nations at the mercy of wealthy and big nations—a method which he hoped the world had discarded forever.

The LaGuardia proposal, however, has not been adopted. The United States has taken a position against providing any new international means of meeting relief needs on the basis that remaining needs are relatively small and can be met by bilateral arrangements between nations. Because of delays that have occurred in completing shipments of supplies during the last few months owing to strikes and other difficulties interfering with procurement and shipping, the UNRRA Council, meeting in its Sixth Session in Washington in early December, decided to extend the operations of UNRRA for three months to complete its supply program. Every effort is to be made to convert into supplies all funds that have been contributed for relief purposes. Operations are now scheduled to end in Europe on March 31, 1947 and in the Far East on June 30, 1947. At this writing it appears that after these dates the provision of food and other relief supplies, except those provided for children by the International Children's Fund, will be handled only through bilateral action.

The American Association of Social Workers with a number of other social work groups supported the LaGuardia proposal for an Emergency Food Fund because it continued the new pattern of international relief established by UNRRA. Only through an international agency in which the supplying and the receiving nations join together, is it possible to provide relief on a democratic basis that maintains the self respect and independence of the receiving countries and permits their participation in policy determination.

Program of the Association

These rapid international developments have raised issues of critical importance to successful international cooperation in the field of social welfare. Undoubtedly during the next few months decisions will be made of far reaching significance to social work. Social workers are challenged by this situation to inform themselves concerning the issues and to give active support to the application of good social work principles in the international field.

The Association was charged by the 1946 Delegate Conference to develop a comprehensive platform statement on International Welfare Organization that would be inclusive of social work's international responsibilities. The Delegate Conference also adopted a resolution that recognized the responsibilities of American social workers both in their professional capacities and as world

citizens to aid the cause of social welfare throughout the world and asked the National Board to give primary attention this year to facilitating AASW action on current social welfare matters of international concern.

The AASW's Committee on International Organization for Social Work, which is responsible for formulating Association policy in this field, was given the assignments involved in carrying out the action voted by Delegate Conference. The Committee is preparing a platform statement that will serve as a guide for Association action on the various issues of current concern in international social welfare. This statement, after consideration by National Board in early February, will be submitted to chapters for study in preparation for action by Delegate Conference. The Committee is also concerned with action on current problems and developments, such as problems in the interchange of social work personnel between the United States and other countries, the interpretation of the responsibilities of the United States in helping to meet relief and welfare needs of other countries and cooperation with other groups with reference to social welfare activities to be undertaken by intergovernmental agencies.

It is hoped that local chapters will include in their programs for the year some study of current international welfare issues. Only as the membership becomes well informed on these issues and united in its support of international action to promote social welfare can the Association play an increasingly effective role in this field.

Address Please

The national office is in the process of bringing the membership records up to date, and we want particularly to determine the present location of the following members who have been or are still in the armed forces:

Eugene H. Adelman
Christine I. Agur
Chester J. Anderson
Harry M. Ashmun
Thomas Bannin
Edwin I. Baron
Margaret F. Becker
Leo H. Berman
Marvin Betnun
Gordon Blanchard, Jr.
Max Bogner
Eugene R. Bohan
Melvin H. Booth
Charles H. Boswell
Walter S. Botsford
Julius Bowsky
Charles B. Brink
Lola Nash Broyles
James B. Carson
Josephine Chenault
Gardner F. Cook
Edward S. Corrigan
Keith E. Courrege
Stanley M. Cowan
Jesse H. Craft
Bernard J. Cronin
Lois A. Cuglar
Mary M. Dailey
Robert Lee Danzig
Herman Davidson
James W. Dawes
Donald D. Day
Albert E. Deemer
Frank R. Dietrich
Frederick H. Downs, Jr.
O. Marshall Dutton
Blanche N. Elam
Patrick J. Ennis
Fred Eppers
Alice C. Evans
Cecil S. Feldman
Harold W. Feldman
Martin A. Fellhauer
Frank Fierman
M. J. Firestone
John F. Fitzgerald, Jr.
John J. Fitzgibbon
Frank T. Flynn, Jr.
Kathryn N. Folger
Marie P. Friedrich
Dayton H. Frost
A. J. Gagliardo
Donald C. Galehouse
William V. Gioseffi
Irwin H. Gold
Leonard Goldhammer
Ralph I. Goldman
Reuben R. Goldstein
P. E. Goodall
Morton E. Gottlieb
Benjamin P. Groves
Chauncey Gunderman
Richard W. Hall
Irene Harms
Patrick Hassett
R. D. Hicks
Ray O. Jensen
Milton G. Johnson
Frank M. Justin
Guy R. Justis
Auren A. Kahn
Theodore A. Karam
Ellery E. Kelley
Walter E. Klein
Joseph Kleinman
Benjamin F. Knepper
A. Ryrie Koch
Edward H. Koreman
Simon Krakow
Clara E. Kramer
Dean Krueger
Rev. Joseph J. Lamb
Dr. Ersel LeMasters
Carroll H. Lewis
A. C. Long
Alfred R. Loos
Francis M. McCarthy
John J. McClurg
William P. McClone
Lelia McGrath
James H. McIntyre
Marguerite S. McMenamin
Henry Maas
Alex Mantinbank
John H. Maxwell
John J. Mayar
Raymond H. Mehus
Sidney T. Melinkoff
Joseph A. Meyertholen
William Miller
Harry S. Moore
Walter K. Morley
Emanuel Morse
Stephen Mroczkowski
Lester E. Ogilvy
Margaret S. Oppenheimer
Richard E. Owen
Vicente Pacheco
Milton William Paley
Victor C. Passage
John N. Pastore
Edward Perlman
Paul S. Phillips
Conrad K. Pierce
John J. Pokorny
Elizabeth B. Pond
Dan L. Prosser
Edward N. Pugh
Philip Reichline
Ruth F. Reynolds
Rev. Sandy D. Rhone
Harold C. Rivkind
Harold G. Roberts
Bradford Robinson
Harold Roth
Ruth Rubin
Vincent P. Russell
Jerome G. Sacks
Beryl Saffell
Carl Sandoz
M. W. Scherbacher
William H. Savin
Jerome J. Seigel
Allen C. Selmin
Gerard M. Shea
Leon A. Shelton
Samuel H. Shultz
William J. Silverman
Benjamin Small
James E. Smith
Gerald C. Soroker
Allen Spett
Richard C. Stare
Leslie E. Starks
Julian Stone
William H. Stone
Clifford A. Straus
Daniel Sullivan
Dorothy F. Swanson
James J. Tackney
Carroll T. Taylor
John Theban
Leslie E. This
William N. Thomas
John W. Tramburg
Abe Vinik
Richard Waldbart
William F. Walsh
Elizabeth Walter
Beatrice M. Weinstein
Irving Weisman
Barbara White
Rev. Louis W. Wickham
Theodore M. Willcox
Miriam Williams
Marion Wing
Aletha Winn
Nelson C. Woodford
Rev. Clarence J. Yeager
Charles Yonts
Melvin S. Zaret
Miles Zisson
Lesser Zussman

Increase in dues effective January 1, 1947

The raise in the membership dues of AASW which was voted at the Delegate Conference last May goes into effect this month. Basic dues will henceforth be $10.00, instead of $7.50. Of the $10.00, $8.50 is retained by the national office, and $1.50 goes to local chapters. Several chapters have approved local dues rates which are more than the $1.50 generally charged, and to help members determine exactly the amount of their dues, the following table is printed showing the amount of the dues charged by each chapter. Where chapters have a graduated scale of membership dues, this scale is shown.

Chapter (by state)	*National Dues*	*Chapter Dues*	*Total Dues*
ALABAMA			
Northern Alabama	$8.50	$1.50	$10.00
ARIZONA	8.50	2.00	10.50
ARKANSAS	8.50	1.50	10.00
CALIFORNIA			
East Bay	8.50	1.75	10.25
Tri County	8.50	1.50	10.00
Los Angeles County (based on salary)			
under $2400	8.50	3.50	12.00
$2400–$2999	8.50	5.50	14.00
$3000 and over	8.50	7.50	16.00
Sacramento	8.50	1.50	10.00
San Diego	8.50	1.50	10.00
San Francisco	8.50	4.00	12.50
COLORADO			
Colorado Springs	8.50	1.50	10.00
Denver	8.50	2.50	11.00
CONNECTICUT	8.50	1.50	10.00
DELAWARE	8.50	1.50	10.00
DISTRICT OF COLUMBIA	8.50	6.00	14.50
FLORIDA			
Dade County	8.50	5.50	14.00
Florida	8.50	1.50	10.00
GEORGIA	8.50	1.50	10.00
HAWAII	8.50	1.50	10.00
ILLINOIS			
Chicago (based on salary)			
under $3000	8.50	2.50	11.00
$3000 and over	8.50	7.50	16.00
Illinois	8.50	1.50	10.00
INDIANA			
Indianapolis	8.50	1.50	10.00
Northeastern Indiana	8.50	1.50	10.00
St. Joseph Valley	8.50	2.50	11.00
IOWA	8.50	1.50	10.00
KANSAS			
Topeka	8.50	1.50	10.00
Wichita	8.50	1.50	10.00
KENTUCKY			
Breckinridge	8.50	2.00	10.50
Western Kentucky	8.50	3.00	11.50
LOUISIANA			
Louisiana	8.50	2.50	11.00
New Orleans	8.50	1.50	10.00
Shreveport	8.50	1.50	10.00
MAINE	8.50	1.00	9.50
MARYLAND	8.50	2.50	11.00
MASSACHUSETTS			
Boston	8.50	3.50	12.00
Southeastern Mass.	8.50	1.50	10.00
Western Mass.	8.50	1.50	10.00
Worcester	8.50	1.50	10.00
MICHIGAN			
Detroit	8.50	4.00	12.50
Grand Rapids	8.50	1.50	10.00
Lansing	8.50	1.50	10.00
Saginaw Valley	8.50	1.50	10.00
Washtenaw County	8.50	1.50	10.00
MINNESOTA			
Arrowhead	8.50	1.00	9.50
Twin City			
Junior membership	8.50	2.00	10.50
Full membership	8.50	4.00	12.50
MISSISSIPPI	8.50	1.50	10.00
MISSOURI			
Central Missouri	8.50	1.50	10.00
Kansas City	8.50	4.50	13.00
MISSOURI—*Continued*			
St. Louis	8.50	4.00	12.50
MONTANA	8.50	1.50	10.00
NEBRASKA			
Nebraska	8.50	2.50	11.00
Omaha	8.50	1.50	10.00
NEW JERSEY	8.50	3.50	12.00
NEW YORK			
Buffalo	8.50	3.50	12.00
Fort Orange	8.50	1.50	10.00
Hudson Valley	8.50	1.50	10.00
New York City (based on salary)			
under $3000	8.50	6.50	15.00
$3000 and over	8.50	11.50	20.00
Rochester	8.50	1.50	10.00
Southern Tier	8.50	1.50	10.00
Syracuse	8.50	1.50	10.00
Westchester County			
Junior membership	8.50	1.00	9.50
Full membership	8.50	3.00	11.50
NORTH CAROLINA	8.50	1.50	10.00
NORTH DAKOTA	8.50	1.50	10.00
OHIO			
Akron	8.50	1.50	10.00
Cincinnati	8.50	4.00	12.50
Cleveland	8.50	5.00	13.50
Columbus	8.50	1.50	10.00
Dayton	8.50	1.50	10.00
Mahoning Valley	8.50	1.50	10.00
Toledo	8.50	3.50	12.00
OKLAHOMA	8.50	1.50	10.00
OREGON	8.50	1.50	10.00
PENNSYLVANIA			
Erie	8.50	1.50	10.00
Harrisburg	8.50	1.50	10.00
Lehigh Valley	8.50	1.50	10.00
Northeastern Pa.	8.50	1.50	10.00
Philadelphia	8.50	4.00	12.50
Pittsburgh			
Junior membership	8.50	1.50	10.00
Full membership	8.50	4.00	12.50
Reading	8.50	1.50	10.00
PUERTO RICO	8.50	none	8.50
RHODE ISLAND	8.50	1.50	10.00
SOUTH CAROLINA	8.50	1.50	10.00
SOUTH DAKOTA	8.50	1.50	10.00
TENNESSEE			
East Tennessee	8.50	1.50	10.00
Memphis	8.50	1.50	10.00
Nashville	8.50	1.50	10.00
TEXAS			
Central Texas	8.50	1.50	10.00
North Texas	8.50	1.50	10.00
San Antonio	8.50	1.50	10.00
Southeast Texas	8.50	1.50	10.00
UTAH	8.50	1.50	10.00
VIRGINIA			
Lynchburg-Roanoke	8.50	1.00	9.50
Richmond	8.50	2.00	10.50
WASHINGTON			
Inland Empire	8.50	1.50	10.00
Olympia	8.50	1.50	10.00
Puget Sound	8.50	1.50	10.00
Tacoma	8.50	1.50	10.00
WEST VIRGINIA	8.50	2.50	11.00
WISCONSIN			
Dane County	8.50	1.50	10.00
Milwaukee	8.50	2.50	11.00

Kansas City

Your Chairman Hopes:

THAT the year 1946–47 will be the most active and progressive year in the history of the Kansas City Chapter.

That we will make our professional contribution and our beliefs felt as never before in the community, and in the State and Nation.

That our contribution and our beliefs will have a base in a better informed and more critical chapter membership.

That through the Council of Chapters we will weld ourselves into a strong professional group for advancing social work in Missouri.

That, through and with, our revitalized national organization we can move clearly and vigorously forward on the broad front of human rights and welfare.

That we will align ourselves openly with those actions and beliefs of other groups working on this broad human front, where a substantial majority of us hold similar beliefs.

That, specifically, we will contribute to the provision of social work education for Kansas City and vicinity in 1947–48 and ensuing years.

That we will conduct a vigorous social-work recruitment program in nearby colleges and schools, and assist in a similar state-wide program through the State Council.

That we will work with agencies in Kansas City in improving personnel practices, using as a guide the comprehensive statement of principles adopted by all of the chapters of AASW.

That, in a legislative year as this will be, we will keep ourselves thoroughly informed on Federal, State, and local legislation on a broad social and economic front.

That we will select certain fields of legislation upon which to concentrate our support and action —at the same time taking what action we can on the broad front.

That we will support quickly and vigorously the legislative action of our national executives and our newly formed State Council.

That we will carry on a continuous study of the needs of our children and youth, supporting legislation and administrative measurts to meet these needs.

That we will prepare ourselves for the national and world conflict (which is already upon us) over whether and how to guarantee to minority peoples all the rights, privileges, and responsibilities that majority groups have.

That in order to accomplish these aims we will draw together more closely in the chapter; get to know each other; seek out new members and make them quickly part of the group.

That our chapter meetings and our bulletin will be so important and stimulating that we cannot afford to miss them; that through open meetings we will be brought nearer to those who are not members of the AASW but who have common aspirations.

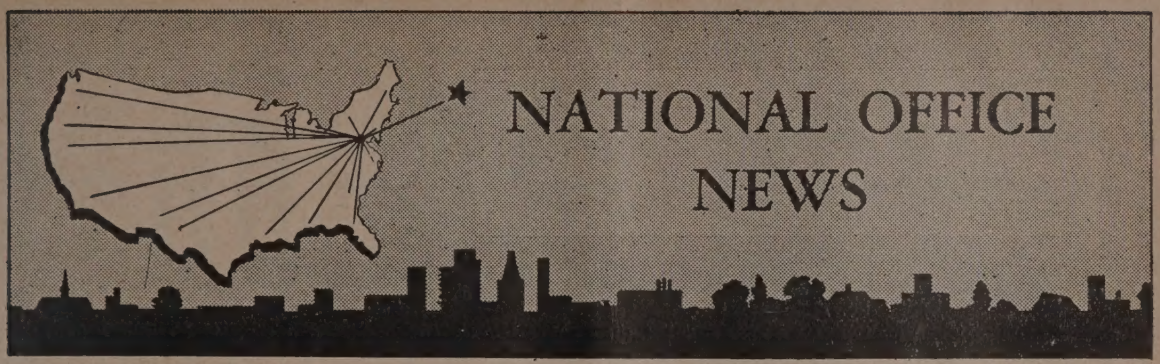
That our study of the history of the chapter will be completed and serve as a background for the celebration of our twenty-fifth year.

That every member of the chapter will work hard to accomplish these and other aims —or let his conscience haunt him.

These are the "hopes" of your chairman in September, 1946. The reckoning day is in June, 1947.

This department of THE COMPASS reports on interesting projects developed by our chapters.

This month's contribution to the Chapter by Chapter section is taken from the Bulletin of the Kansas City, Missouri Chapter. David Hailman is chairman of the Chapter, which has 117 members.



National Staff Appointments

Members of the Association will be glad to know of the appointment of Mr. David G. French as a full time Assistant Executive Secretary, and Mrs. Vivian Whiteside Sprigg and Mr. Joe R. Hoffer as Consultants to the national staff on a temporary basis. The new members of the national staff assumed their duties on December 2, 1946. Their employment will make possible expansion of Association activities in keeping with the plans formulated by the National Board and endorsed by the 1946 Delegate Conference. The following information about the new staff members and their assignments will serve to introduce them to the membership.

Mrs. Vivian Whiteside Sprigg is a graduate of the George Warren Brown School of Social Work, Washington University in St. Louis. She has worked in family service agencies in St. Louis and Milwaukee and with the American Red Cross. Her most recent experience was with the public welfare agency in Arlington, Virginia. She has been an active member of the Washington D. C. Chapter and served on several chapter committees. Mrs. Sprigg will serve on a half-time basis as a national staff consultant and will also give half-time service to the Washington D. C. Chapter as its executive secretary. Mrs. Sprigg's salary and other expenses will be shared by the chapter and the national office. In her capacity as national staff consultant Mrs. Sprigg will assist with the work of the Public Social Policies and International Organization for Social Work committees, obtain information about legislative and administrative proposals of interest to the Association and participate in Washington conferences where Association representation is requested. The plan for employment of a Washington consultant was approved by the National Board at its October meeting with the understanding that it would be reviewed at the close of this program year.

David G. French is a graduate of the New York School of Social Work and has had experience in both public and private social agencies. He was employed by the Michigan Children's Institute in Ann Arbor and later served as a research consultant in the Children's Division of the Michigan Department of Social Welfare. His most recent experience was with the Division of Social Service of the University of Indiana where he was Assistant Professor and Director of the Bureau of Social Research. Mr. French will assume responsibility for the planning and direction of the Association's research, statistics and publications program. He will serve as editor of THE COMPASS and will carry major responsibility for editing other Association publications. In keeping with the recommendation of the National Board, Mr. French will supervise the development of a system for maintaining current information about our membership which can serve as a basis for program and administrative planning, compilation and publication of a membership directory, and in preparation of our membership and financial reports. He will also provide staff service to the national Committee on Research and Statistics in Social Work, the Committee on Publications, and assist with the work of other committees.

Joe R. Hoffer is a graduate of the School of Social Administration, Ohio State University, where he also received a Ph.D. degree in social administration. Mr. Hoffer's experience includes work as Secretary of the Community Division of the Council of Social Agencies in Philadelphia and as Executive Officer of the Joint Committee on Evacuation in Washington, D. C. From August 1943 to April 1945 Mr. Hoffer was in the Navy, during which time he served as Special Assistant to the Welfare Officer at Camp Endicott and did research in the Prisons Administration of the Bureau of Naval Personnel Administration in Washington, D.C. During the past eighteen months Mr. Hoffer was Acting Deputy Director of the UNRRA China Office and Director of the UNRRA Capital Liaison Office in Nanking. Mr. Hoffer has agreed to serve in the capacity of consultant for a period of several months. His broad experience will enable him to contribute valuable assistance in strengthening the Association in terms of structure as well as program. He will provide staff service for our committees on

Personnel Practices, Employment Practices Inquiries and Services to Youth. He will also carry responsibility in the following areas of Association activity: education for social work, registration and licensing, civil service and an examination service for social work.

We welcome Mrs. Sprigg, Mr. French and Mr. Hoffer to their new assignments and we know their work will be reflected in the extent and vitality of our national program as well as in the amount and quality of service the Association can offer chapters and members.

Reservations for San Francisco

Members of the Association who are planning to attend the Delegate Conference of the AASW on April 11, 12 and 13, 1947 or the National Conference of Social Work should make application for hotel reservations by writing to Mr. Walter G. Swanson, San Francisco Convention and Tourist Bureau, 200 Civic Auditorium, San Francisco 2, California.

State whether you are willing to share a double room. Single rooms are at a premium.

The Association's Delegate Conference will be held in the Civic Auditorium. The first session will begin at 10 A.M. on Friday, April 11, 1947. Registration of Delegates and Alternates will open at 8:30 A.M. on April 11.

NEW PUBLICATIONS

Please send me _____ copies of the 1947–48 edition of Fellowships & Scholarships in Social Work (free).

Please send me _____ copies of the AASW revised statement on Personnel Practices in Social Work at 25c a copy.

Name _____

Address _____

Amount enclosed $_____